



**JARAMOGI OGINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**SCHOOL OF BUSINESS AND ECONOMICS**  
**UNIVERSITY EXAMINATION**  
**FOR DEGREE OF BACHELOR OF BUSINESS**  
**ADMINISTRATION WITH IT**  
**3<sup>RD</sup> YEAR 1<sup>ST</sup> SEMESTER 2015/2016 ACADEMIC YEAR**  
**BUSIA LEARNING CENTRE**

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**COURSE CODE: ABA 332**

**COURSE TITLE: HUMAN RESOURCE PLANNING**

**EXAM VENUE: BUSIA** **STREAM**

**DATE:** **EXAM SESSION:**

**TIME: 2.00 HOURS**

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**Instructions:**

- 1. Answer question 1 (compulsory) and ANY other 2 questions.**
- 2. Candidates are advised not to write on the question paper.**
- 3. Candidates must hand in their answer booklets to the invigilator while in the examination room.**

### **QUESTION ONE**

- a) Discuss the salient features of Human Resource Management (12 marks)
- b) Why should Human Resource manager emphasize on planning (10 marks)
- c) What are the benefits of Human Resource planning to management of an organization? (8 marks)

### **QUESTION TWO**

Briefly discuss the Human Resource planning process in an organization. (20 marks)

### **QUESTION THREE**

Discuss the barriers Human resource planners can face as they formulate human resource planning program. (20 marks)

### **QUESTION FOUR**

- a. Give the distinction between a job description and job specification (4 marks)
- b. Discuss the uses of a job specification (16 marks)

### **QUESTION FIVE**

Assume that because of human resource planning , a hospital identifies a shortage of nurses but has a surplus of administrative workers .discuss the actions that might be taken to address these problems, and explain why they must be approached carefully. (20 marks)